

TENNESSEE GENERAL ASSEMBLY  
FISCAL REVIEW COMMITTEE



**FISCAL MEMORANDUM**

**HB 2733 - SB 2879**

March 1, 2022

**SUMMARY OF BILL AS AMENDED (014653):** Requires that employers provide their veteran employees to have the entirety of November 11, or Veterans Day, as a non-paid holiday if:

- The veteran employee provides the employer with at least one-month's written notice of the veteran employee's intent to have the entirety of that day as a non-paid holiday;
- The veteran employee provides the employer with proof of veteran status, which may include, but is not limited to, a DD Form 214 or other comparable certificate of discharge from the armed forces; and
- The veteran employee's absence, either alone or in combination with other veteran employee's absences, on that day will not impact public health or safety, or cause the employer significant economic or operational disruption as determined by the employer in the employer's sole discretion.

Specifies that this legislation does not prohibit an employer from allowing the employer's veteran employees to have the entirety of Veterans Day as a paid holiday.

**FISCAL IMPACT OF BILL AS AMENDED:**

**NOT SIGNIFICANT**

Assumptions for the bill as amended:

- Based on information provided by the Department of Human Resources, state employees currently receive a paid day off for Veteran's Day, so this legislation will have no significant impact to state government.
- It is assumed that the majority of local government agencies currently provide a paid day off to their veteran employees on Veterans' Day.
- This legislation will have no significant impact on state or local government.

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## **IMPACT TO COMMERCE OF BILL AS AMENDED:**

### **NOT SIGNIFICANT**

Assumptions for the bill as amended:

- The proposed requirement is applicable only if such provision will not cause the employer significant economic or operational disruption.
- Therefore, this legislation is estimated to have no significant impact upon the business expenditures. Any impact on commerce or jobs in this state will be not significant.

## **CERTIFICATION:**

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Krista Lee Carsner". The signature is written in a cursive, flowing style.

Krista Lee Carsner, Executive Director

/jb